



FIJI ACADEMY

St. Louis, MO | January 7-9, 2022

New Member Educator Workbook



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS


Phi Gamma Delta International Headquarters

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 Phi Gamma Delta

 PhiGamHQ

 Phi Gamma Delta

 PhiGamHQ

 PhiGamHeadquarters

Agenda

Saturday, January 8, 2022

- 8:30 a - 10:00 a:** Opening Session: Discussion About Hazing Prevention & Awareness
- 10:00 a - 11:00 a:** Building Courageous Leaders: End All Hazing
- 11:00 a - 11:30 a:** Break
- 11:30 a - 12:30 p:** Using Your Data as a New Member Educator
- 12:30 p - 2:00 p:** Scholarship Luncheon
- 2:00 p - 3:00 p:** Risk Management & Internal Accountability for New Member Educators
- 3:00 p - 5:30 p:** Key Components of a Strong New Member Education Process (with Break)

Facilitators

Jade Metcalf (Washington State 1992), Section Chief
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The Courageous Leader Framework



There are three elements of Courageous Leadership:

- Understanding and committing to Phi Gamma Delta's values: Friendship, Knowledge, Service, Morality and Excellence.
- Recognizing the testing points - times when your values are challenged.
- Applying the values at the testing point and confronting the issue.

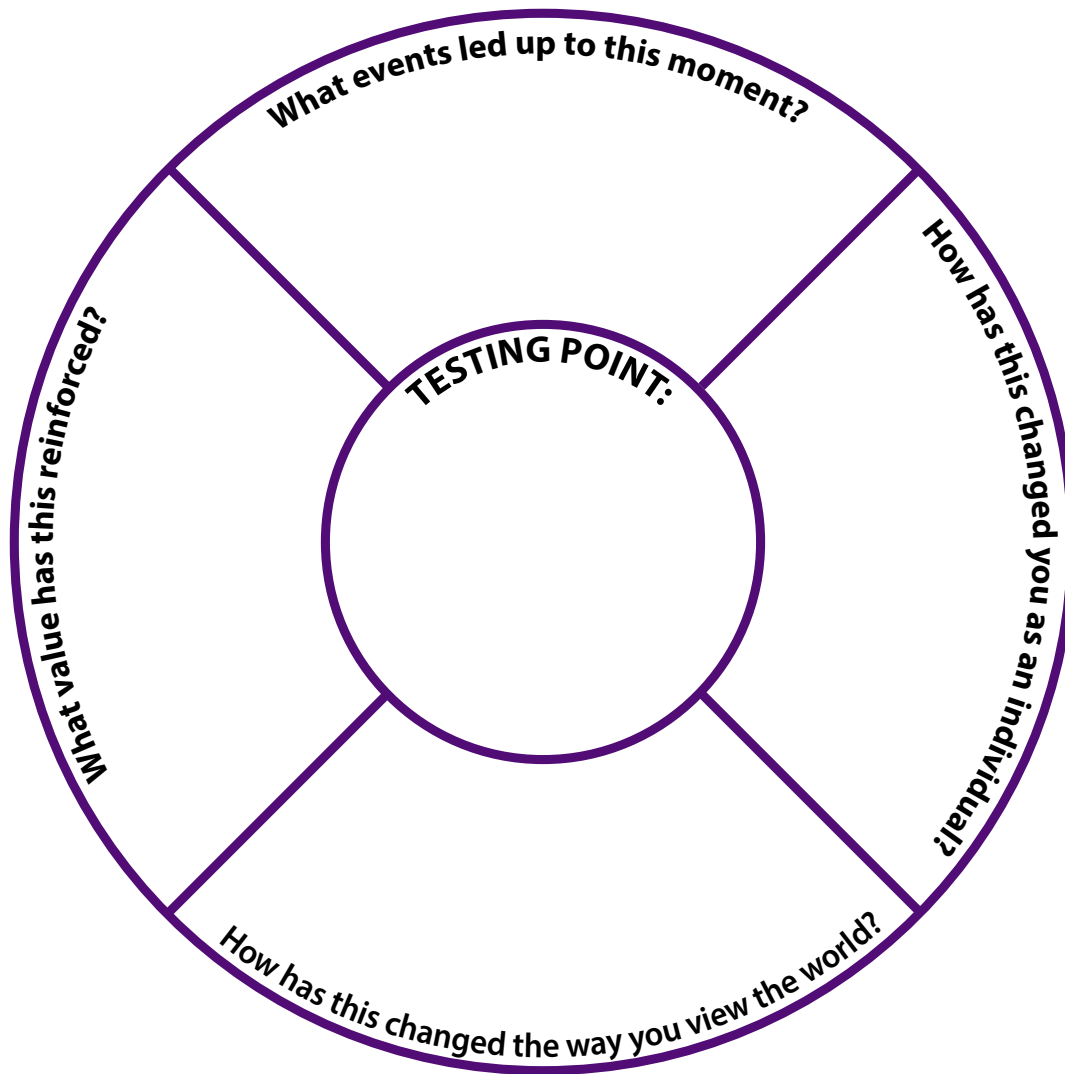
Courageous leaders have the strength to stand up for their values when they are tested.

What is a testing point? A situation when your values are challenged and there are repercussions to the choices you make. There are four types of testing points.

Stance	Intervention	Opportunity	Accountability
<p>The courage to publicly profess your values, beliefs or opinions, especially when in the minority. These testing points pose risks associated with speaking out or expressing a contrary opinion.</p>	<p>Courageously embracing risk to actively stop or prevent an event or behavior. These testing points offer the potential to positively change the course of history.</p>	<p>Courageously embracing risk to create, start or support something new and untested. These testing points pose the same risks all entrepreneurs learn to face with courage.</p>	<p>The courage to take personal responsibility for past actions or futures commitments. These recurring testing points - both big and small - form the foundation of integrity.</p>
<p><i>Ex: Speaking up when hearing a racist joke, or voicing your opinion in class.</i></p>	<p><i>Ex: Intervening to stop a dangerous tradition even though your action might prove unpopular at the time.</i></p>	<p><i>Ex: Seeing the opportunity to address sexual assault and pro-actively creating or supporting a new campus event to raise awareness.</i></p>	<p><i>Ex: Taking ownership for a failure or mistake or honoring your commitment to attend a chapter meeting.</i></p>

Brotherhood Survey

Testing Points



Key Components of a Strong New Member Education Process

1. Starts With Why
2. Actively Involved Others
3. Documented, Organized & Clearly Communicated

Self-Assessment

Actively Involves Others	Our NM Educator and PL meet before the New Member Education program begins.	True / False
	Our NM Educator and PL meet/communicate during the New Member Education process.	True / False
	Our PL meets with the new members.	True / False
	Our cabinet officers attend new member meetings multiple times during the program.	True / False
	Our NM Educator attends cabinet meetings to update the cabinet on the new member's progress.	True / False
	Our PL, BCA, or SC attends initiation.	True / False
	Our program intentionally develops positive study habits by utilizing the campus academic resource center (not study tables).	True / False
	Our programs invites professors as guest speakers (how to meet with your professor, academic success, time management).	True / False
	Our program engages with campus/community resources such as ropes courses, hands-on service activities, etc.	True / False
	Our program invites as guest speakers such as police officers, campus staff/faculty, and other local resources.	True / False
	Our program invites graduates to share their professional experiences (Resume Builder, Networking, LinkedIn 101).	True / False
	New members are included in chapter wide committees.	True / False
	Our chapter reviews the New Member's Bill of Rights with initiated brothers and new members.	True / False
Our seniors & juniors are engaging with new members in a healthy manner.	True / False	

Documented, Organized & Clearly Communicated

My chapter has a new member calendar and does not schedule/plan week to week.	True / False
I received transition materials from my predecessor.	True / False
My chapter has a written new member program.	True / False
Our new members know when initiation is well in advance.	True / False
My chapter uses the Fraternity's New Member Education Program, Foundation of Courage.	True / False
Our chapter reviews the New Member's Bill of Rights with new members.	True / False
My chapter educates new members on the Fraternity's hazing, alcohol/drugs and risk management policies.	True / False
My chapter educates new members on the University/college hazing and risk management policies.	True / False
There are written requirements for becoming a Big Brother (in good standing with academics and dues, leadership positions, etc.).	True / False
Our chapter provides information to parents/families such as a newsletter cosigned by the PL, CP and NMEd.	True / False
My chapter provides new members with a written document including their responsibilities and expectations at the beginning of the program.	True / False
Our program includes chapter and international Phi Gamma Delta history.	True / False
My chapter utilizes the Purple Pilgrim.	True / False
Our program develops an understanding of Phi Gamma Delta values.	True / False

**Starts With Why
(Focuses on People)**

Our program includes academic mentorship between new members/brothers of similar majors.	True / False
My chapter places a great focus on chapter unity than new member class unity.	True / False
We do not provide alcohol to new members.	True / False
New members do not clean, run errands or serve as DDs.	True / False
New members are not expected to perform calisthenics, put into line-ups, etc.	True / False
Our program does not include pre-initiation activities (such as Delta Week, Hell Week).	True / False
Our program's #1 goal is to build strong, healthy relationships.	True / False

Starts With Why (Focuses on People) continued...	Our program intentionally includes the importance of belonging over fitting in.	True / False
	Our program includes health and wellness activities including mental health.	True / False
	Our program intentionally includes diversity and inclusion education.	True / False
	Our program is sensitive to learning disabilities.	True / False
	Our program takes up six hours a week or less.	True / False
	Our program intentionally teaches new members how to navigate college.	True / False
	Our new member program is eight weeks or less.	True / False
	Our program is not a lecture, rather is discussion focused.	True / False
	Our program develops critical thinking skills.	True / False
	Our program develops an understanding of each new member's personal values.	True / False
	Our program intentionally develops organizational and leadership skills.	True / False
	Our Big Brother program is focused on intentional mentorship.	True / False

Actively Involves Others	Documented, Organized & Clearly Communicated	Start With Why
<i>Section Total: ___ / 14</i>	<i>Section Total: ___ / 13</i>	<i>Section Total: ___ / 20</i>
1-4 = Poor 5-8 = Good 9-14 = Great	1-4 = Poor 5-9 = Good 10-13 = Great	1-6 = Poor 7-12 = Good 13-20 = Great

Notes & Ideas

A Program That
Starts With Why

Notes & Ideas

A Program That

Actively Involves Others

Notes & Ideas

A Program That Is

Documented, Organized & Clearly Communicated

Notes & Ideas

Spring 2022

	Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
	Jan. 9	10	11	12 First day of classes	13 Home BBall	14	15 Home BBall
	16 IFC Rec.->	17 MLK Day - No Classes	18	19	20	21	22
Recruit	23	24	25	26	27	28	29 Home BBall
Week 1	30 Bid Day Brotherhood Welcome	31	Feb. 1	2 Menu: Success in College	3 Home BBall	4	5 Home BBall
Week 2	6 Business of the Fraternity	7	8	9	10	11	12 Menu: Ability Opportunity & Duty 1
Week 3	13 Legacy of the Fraternity Menu: Success in College	14	15	16	17 Home BBall	18 Menu: Work & Play	19 Home BBall
Week 4	20 History of the Fraternity Menu: Chapter in a Book	21	22 Menu: Life Skills	23	24	25	26 Pig Dinner Menu: Not for College Days Alone
Week 5	27 Midterms->	28	Mar. 1	2 Big/Little Reveal	3 Home BBall	4	5 Spring Break ->
	6 Spring Break ->	7 ->	8 ->	9 ->	10 ->	11 ->	12 ->
Week 6	13 Spring Break -	14	15 Menu: Ability Opportunity & Duty 2	16	17 March Madness Begins	18 MM	19 MM
	20 MM	21	22	23 Initiation	24 MM Sweet 16	25 MM Sweet 16	26 MM Elite 8

	Sun.	Mon.	Tue.	Wed.	Thu.	Fri.	Sat.
	27 MM Elite 8	28 Pie Hour 1 Post Initiation Orientation	29	30	31	Apr. 1	2 MM Final 4
	3 Pie 2	4 MM champ.	5	6	7	8	9
	10 Pie 3	11	12	13	14	15	16
	17 Pie 4	18	19	20	21	22	23
	24 Pie 5	25	26	27	28	29	30
	May 1 Founders Day	2	3	4	5 Reading Day	6 Finals ->	7 ->
	8 ->	9 ->	10 ->	11 ->	12 --	13 x	14 x

Campus Chapter Events:

- Google {school} Academic calendar to include midterms, finals, breaks.
- Google {school} Athletics calendar, tournament dates, homecoming.
- Include major chapter, IFC, FS community & campus events.

Spring 2022

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Recruit	23	24	25	26	27	28	29
Week 1	30	31	Feb. 1	2	3	4	5
Week 2	6	7	8	9	10	11	12
Week 3	13	14	15	16	17	18	19
Week 4	20	21	22	23	24	25	26
Week 5	27	28	Mar. 1	2	3	4	5
Week 6	6	7	8	9	10	11	12
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	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
	May 1 Founders Day	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21

New Member Educator's Agreement

To access Phi Gamma Delta's Learning Portal and complete this form, go to www.phigam.org/LMS.

After completing the Hazing Prevention online modules, you will be given access to complete this agreement and submit electronically. Contact the Senior Director of Chapter Services with any questions.

- I understand that it is my responsibility as New Member Educator to ensure my chapter uses and abides by a written New Member Education Program. This program should be available for review by my chapter's Purple Legionnaire, BCA Members, Field Secretary and/or Greek Life office upon request.
- As the New Member Educator in my chapter I have read and understand the Fraternity's **Risk Management Policy** (www.phigam.org/file/RMPolicy.pdf) and understand that I am responsible to ensure my chapter's new member education program and activities are in compliance. I understand that alcohol is not to be provided to new members at any time and that alcohol is prohibited from any new member activity or event, including, but not limited to, Big Brother/New Member Father night/reveal and events, class retreats or any pre-initiation activities. I confirm that my chapter adheres to this policy.
- I have read and understand the Fraternity's laws concerning hazing, specifically Sections 25.33 of the Bylaws of the Fraternity and am responsible to ensure my chapter's new member education program and activities are in compliance. I understand that hazing may include but is not limited to any actions or events which provide or force the consumption of alcohol, require or suggest acts of servitude, involve kidnapping or scavenger hunts, or involve physical exhaustion, emotional or mental abuse, or would in any way interfere with the person's mental or physical ability to perform college work efficiently. I confirm that my chapter adheres to all Phi Gamma Delta laws regarding hazing.
- I have read and understand the Fraternity's **New Member's Bill of Rights** (www.phigam.org/document.doc?id=4035). I have reviewed the New Member's Bill of Rights with my chapter, and I understand that it is an expectation of the Fraternity that the New Member's Bill of Rights will be followed. I will review the New Member's Bill of Rights with the new members at the first new member education meeting.

As New Member Educator, I understand that I can be held legally responsible for any hazing or alcohol violations involving new members of my chapter. I also understand that my membership in Phi Gamma Delta can be revoked for facilitating or participating in hazing or alcohol violations and for lying during an investigation.

I understand that if I have concerns about my chapter's New Member Education program, I can and should consult the officers of my chapter, my chapter's Purple Legionnaire and/or the Fraternity Headquarters.



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